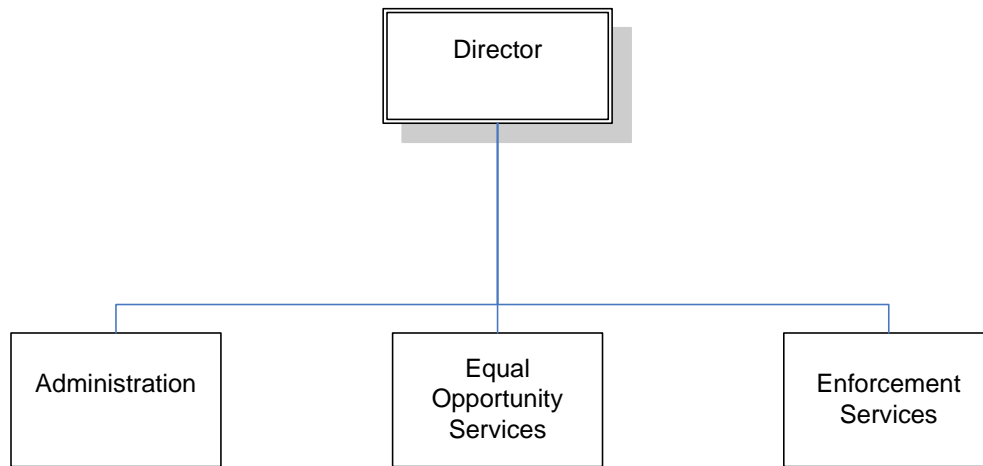




Human Relations Commission



HUMAN RELATIONS COMMISSION

Department Mission

The Mission of the Louisville and Jefferson County Metro Human Relations Commission is to promote unity, understanding and equal opportunity among all people of Metro Louisville and to eliminate all forms of bigotry, bias and hatred from the community. To promote interracial and inter-group harmony by acting together to conciliate difference and promote mutual understanding by enlisting the aid of other like-minded groups in the elimination of discriminatory practices.

Programs and Services

Enforcement Services

To achieve a bias-free living and working environment in the Louisville Metro geographical jurisdiction by monitoring equal access programs, enforcing equal access laws, and educating the public.

Equal Opportunity Services

To eliminate discrimination in the Louisville Metro's geographical jurisdiction by investigating complaints of discrimination based on race, sex, religion, disability, and national origin through enforcement of employment, public accommodation, housing and hate crime laws, ordinances and policies.

HUMAN RELATIONS COMMISSION

Goals & Indicators

Enforcement Services

- To improve the certification process and build integrity into the process.
- To increase the number of certified businesses by providing reciprocal certification to MSD and KMBC and increased education and outreach efforts.
- To increase efforts to contract and purchase with certified businesses.
- To improve efficiency and monitoring of projects, vendors and contractors in the pre-qualification and good faith effort (affirmative action) process.
- To increase education and outreach efforts on the pre-qualification, certification and affirmative action goals within the community.

Equal Opportunity Services

- To improve complaint -processing time at all phases in the process, including in-take, investigation, and hearings.
- To increase the number of closed complaints.
- To increase the number of complaints overall by increasing education and outreach within the community.
- Increase education and outreach by partnering with other Metro Government agencies and other agencies within the community.
- To increase education and outreach for police complaint process. To increase communication with citizens who have filed complaints. To provide reports that track the citizen police complaints with more detail.

Human Relations**Budget Summary**

	Original Budget 2003-2004	Current Estimated 2003-2004	Mayor's Recommended 2004-2005	Council Approved 2004-2005
General Fund Appropriation	1,028,900	1,028,900	1,028,100	1,028,100
Agency Receipts	62,400	62,400	62,400	62,400
Federal Grants	35,000	100,000	35,000	35,000
Total Revenues:	1,126,300	1,191,300	1,125,500	1,125,500
Personal Services	884,700	867,100	877,100	877,100
Contractual Services	186,800	243,100	203,300	203,300
Supplies	22,300	21,400	21,600	21,600
Equipment/Capital Outlay	14,200	34,200	100	100
Interdepartment Charges	18,300	19,600	23,400	23,400
Restricted Account	0	6,400	0	0
Total Expenditures:	1,126,300	1,191,800	1,125,500	1,125,500
Expenditures By Activity				
Director's Office	0	0	393,400	393,400
Enforcement Services Program	1,126,300	1,191,800	219,900	219,900
Equal Opportunity Services Program	0	0	512,200	512,200
Total Expenditures:	1,126,300	1,191,800	1,125,500	1,125,500

Human Relations Commission	Position Detail	
	Mayor's Recommended FY2004-2005	Council Approved FY2004-2005
Position Allocation (in Full-Time Equivalents)		
Full-Time	18	18
Permanent Part-Time	0	0
Seasonal/Other	6	6
Total Positions	24	24
PROGRAMS		
<i>Director's Office</i>		
Full-Time	5	5
Permanent Part-Time	0	0
Seasonal/Other	0	0
Total Positions	5	5
Title		
Administrative Assist II	1	1
Assistant Director	1	1
Dir Human Relations Comm	1	1
Executive Secretary	1	1
Receptionist	1	1
<i>Enforcement Services</i>		
Full-Time	4	4
Permanent Part-Time	0	0
Seasonal/Other	6	6
Total Positions	10	10
Title		
Contract Cmplnc Spec I	2	2
Info Processing Tech	2	2
Staff Helper/External	6	6
<i>Equal Opportunity Services</i>		
Full-Time	9	9
Permanent Part-Time	0	0
Seasonal/Other	0	0
Total Positions	9	9
Title		
Administrative Clerk	1	1
Community Ombudsman	1	1
Compliance Officer	6	6
Info Processing Tech	1	1